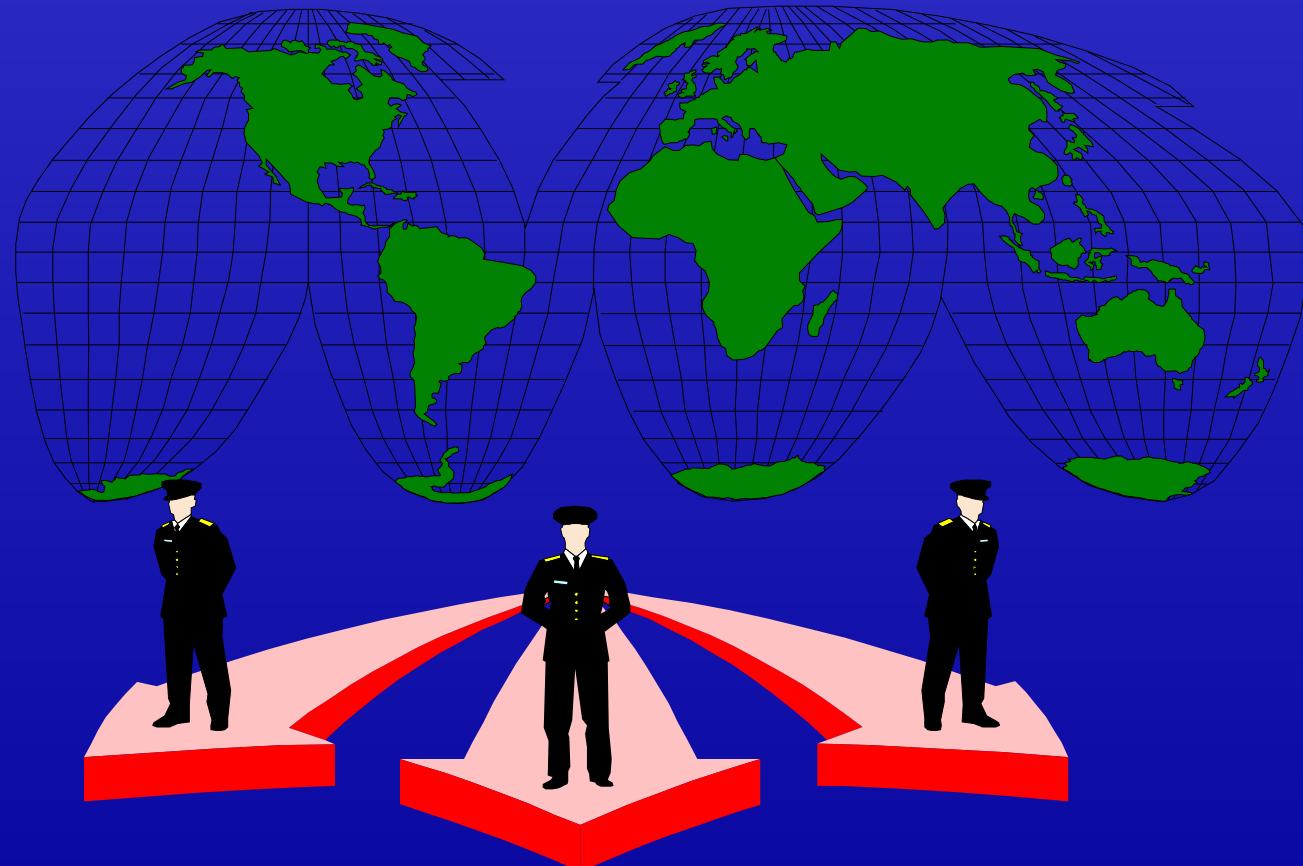


# *Enlisted Assignments and Utilizati*



# ***Enlisted Assignments and Utilizati***

## **Terminal Learning Objective:**

- > **Action:** Identify current enlisted assignment / utilization criteria, to include assignment prioritization Army wide; review and make recommendations on individual requests for reassignment, deletion, deferment; and determine fill priority.
- > **Conditions:** Given access to AR 611-21 and AR 614-200.
- > **Standards:** IAW AR 611-21 and 614-200.



# ***Enlisted Assignments and Utilizati***

## **Enabling Learning Objective:**

- > Action: Define the basic principles and goals of enlisted distribution and assignments.**
- > Conditions: Given a scenario, questions, AR 611-21 and 614-200.**
- > Standard: IAW AR 611-21 AND 614-200.**



# *Enlisted Assignments and Utilizati*

## Responsibilities:

- > **Assistant Secretary of the Army for Manpower Affairs**
- > **The Deputy Chief of Staff for Personnel**
- > **The Commanding General, U.S. Total Army Personnel Command**
- > **Commandant, Adjutant General School**



# ***Enlisted Assignments and Utilization***

**Primary Goal: Satisfy the personnel requirements of the Army.**

**> Secondary Goals:**

- Equalize desirable/undesirable assignments
- Equalize hardships of military service
- Greatest opportunities for professional development and promotion advancement
- Meet soldiers' personal desires



# *Enlisted Assignments and Utilizati*

## **MOS**

- MOS is a broad occupational identification that identifies types of skills without regard to levels of skills.



# *Enlisted Assignments and Utilizati*

## **MOS Code (MOSC)**

- The MOSC provides specific occupational identity for soldier skills up to 9 digits. It is used to:
  - Classify enlisted soldiers.
  - Classify enlisted positions in authorization documents.



# *Enlisted Assignments and Utilizati*

## *MOSC cont.*

- **Provide detailed occupational identified in records, orders, reports, management systems, and data bases.**
- **A basis for training, evaluation, promotion, and other related management subsystem development.**



# *Enlisted Assignments and Utilizati*

## *MOSC 9 Digit Breakdown*

- **71L = The first three characters of the MOS consists of two numbers and one letter that identify the MOS with regard to level of skill and considered the main part of the MOS (71L).**
- **71L/2 = The fourth character of the MOS consist of one number that denotes skill and grade level within the MOS (71L2).**



# *Enlisted Assignments and Utilizati*

## *MOSC Breakdown*

- **71L/2/P** = The fifth character of the MOS denotes a special qualification identifier (SQI). If soldiers does not possess or by position require a SQI, the letter O will always be inserted as the fifth character of the MOS (71L2P).
- **71L/2/P/F5** = The sixth and seventh characters of the MOS is a letter-number or number-letter combination used to identify additional skill identifier (ASI) (71L2PF5).



# *Enlisted Assignments and Utilizati*

## **MOSC**

- **If no ASI is present or required by position the numbers “00” will be inserted as the sixth and seventh characters (71L/2/P/F5).**
- **71L/2/P/F5/GM = The eighth and ninth characters of the MOSC is a two letter combination used to identify foreign language qualifications (LIC) in accordance with AR 611-6. The letters YY will be used if no language is present or required by position (71L/2/P/F5/YY).**



# *Enlisted Assignments and Utilizati*

## *Career Management Fields (CMF)*

- CMF is a grouping of related MOSs. It is used for development, counseling, and management of enlisted personnel in both manpower and personnel considerations.
- The CMF provides visible and logical progression of entry level to retirement as a sergeant major.



# *Enlisted Assignments and Utilizati*

## **CMF**

- **MOS within any CMF are so related that soldiers serving in one MOS have the potential abilities and aptitude for training and assignment in most of the other specialties in that career field.**
- **The career content of each CMF is supported by annual first term input. This provides the number of first-term soldiers needed to replenish the losses from the career force in the field.**



# *Enlisted Assignments and Utilization*

## Army Utilization Priorities (1 of 2):

### **1. PMOS/CPMOS:**

- Can slot two skill levels up**
- Some soldiers must work in PMOS/CPMOS**

### **2. SMOS:**

- Can slot one skill level up**
- Assignment not to exceed 12 months**

### **3. AMOS:**

- Can slot one skill level up**
- Assignment not to exceed 12 months**



# *Enlisted Assignments and Utilization*

## Army Utilization Priorities (2 of 2):

### **4. Substitution:**

- Must be IAW DA PAM 611-21
- Assignment not to exceed more than 12 months
- Can work one skill level up

### **5. Report as immediately available (surplus).**



# ***Enlisted Assignments and Utilizati***

- > **Substitution:**
  - **Two Way** - between, across, and among
  - **One way** - From, for, and to
  - **No way** - none
- > **At comparable skill level**
- > **Other marginal symbols**



# *Enlisted Assignments and Utilizati*

## *Enlisted Distribution Target Model (EDTM)*



# *Enlisted Assignments and Utilization*

## *Enlisted Distribution Target Model (EDTM) Overview*

- > **Develops monthly enlisted personnel targets**
  - UIC/MOS/Grade level of detail
  - Inputs: projected inventory, authorizations, personnel policy
- > **Used to analyze how changes in policy, structure or projected inventory impact Army readiness**
- > Targets are loaded and displayed in EDAS to determine required number of requisitions and for assignment decisions



# *Enlisted Assignments and Utilizati*

## **EDAS:**

**Enlisted Distribution and Assignment System --**  
**The principal automated source for information**  
**concerning enlisted assignment actions.**  
**It is an interactive on-line systems for enlisted**  
**assignments and distribution functions.**



# *Enlisted Assignments and Utilizati*

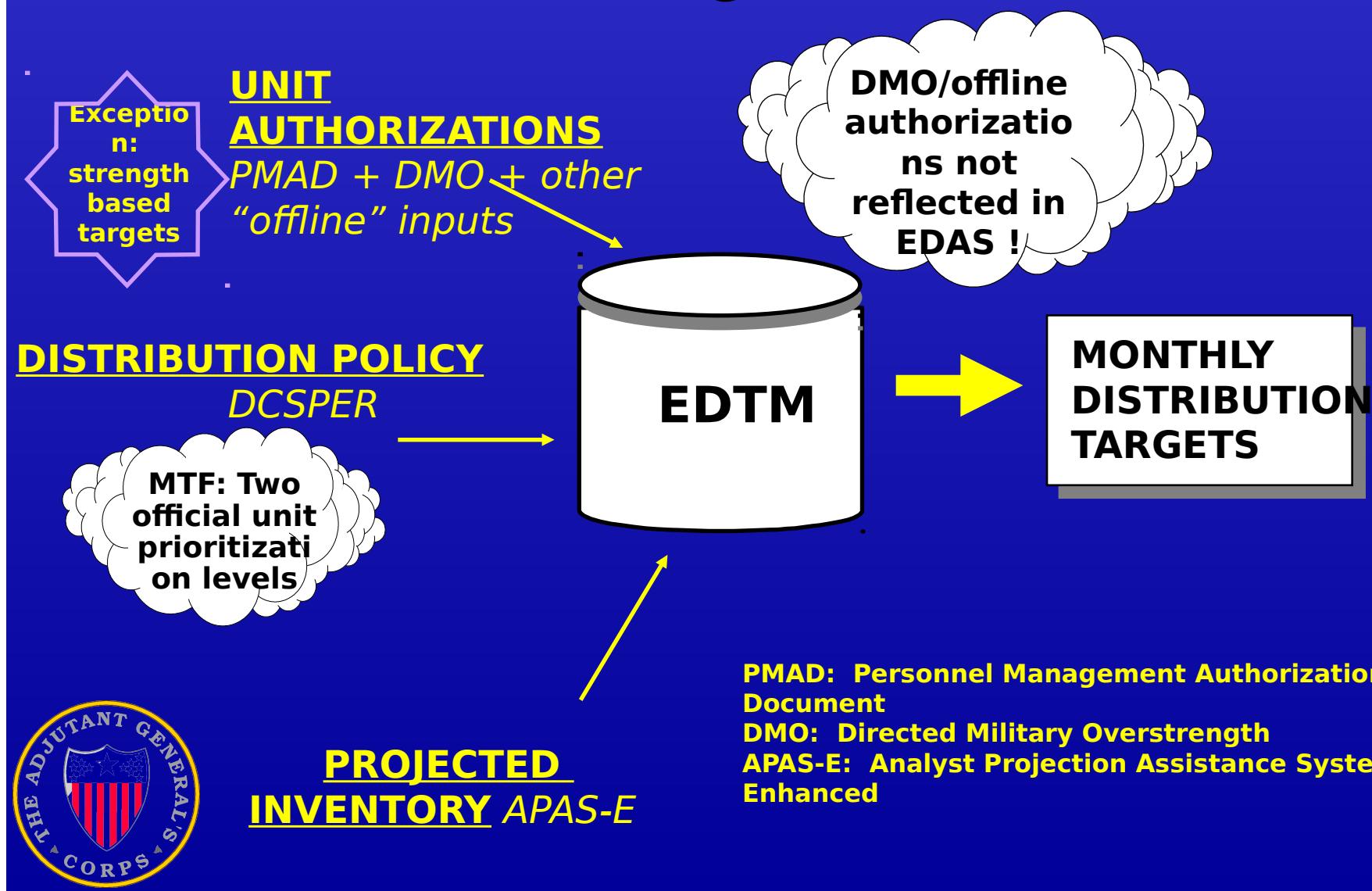
## **EDTM:**

**The Enlisted Distribution Target Model--  
Automated System that creates enlisted  
distribution targets by MOS, grade, and unit  
identification code (UIC).**



# Enlisted Assignments and Utilization

## The Target Model



# *Enlisted Assignments and Utilization*

## *Enlisted Distribution Goals*

> FY 2000 100% MOS/grade fill of priority units/positions

- **10 Divisions & 2 ACRs**
- Other specified units (e.g., recruiters, drill sergeants, SF groups, Ranger positions, prison guards, etc.)

> FY 2001 Add 34K enlisted portion of the “**Early Deploying**” (DA DCSOPS designated) units above division level to Fill Priority 1

> FY 2002 Add remaining “**Early Deploying**” units (52K enlisted) to Fill Priority 1

> FY 2003 Currently under review

**Percent of Force in “FP1”**

**56%**

**66%**

**71%**

**TBD**



# *Enlisted Assignments and Utilizati*

## *Enlisted Distribution Policy/Implementation*

- > **Fill Priority 1 (FP 1)**
  - 100% by MOS/grade desired (measured by grade bands)
    - Skill Level 1 (E1-E4)
    - Mid-Career NCO (E5-E6)
    - Senior NCO (E7-E9)
- > **Fill Priority 2 (FP 2)**
  - **Equitable distribution of remaining assets after fill of FP 1 units/positions**
  - **GOAL: no “broken” units (50% target up front)**



# *Enlisted Assignments and Utilization*

## **The Prioritized Forces (“Fill Priority 1”)** **Effective FY 2002**

75TH RANGER RGT  
160TH SOAR  
SF GROUPS  
RECRUITERS  
DRILL SGTS  
INSTRUCTORS  
PRISON GUARDS  
THE OLD GUARD  
NTC - OPS  
JRTC - OPS  
BCTP - OPS  
CMTC - OPS  
AC TO RC

1ST CAV (HOOD)  
3D ID (STEWART/BENNING)  
82D ABN (BRAGG)  
101ST AA (CAMPBELL)  
2D ID (KOREA/LEWIS)  
4TH ID (HOOD/CARSON)  
25TH ID (HAWAII/LEWIS)  
1ST ID (EUROPE/RILEY)  
1ST AD (EUROPE/RILEY)  
10TH MTN (DRUM)  
172D SIB (ALASKA)  
2D ACR (POLK)  
2D ACR (CARSON)

1ST SPT BN (SINAI)  
U.S. ARMY ELEMENTS:  
ALLIED CMD EUROPE  
CENTRAL CMD  
EUROPEAN CMD  
IBERLANT  
SOUTHERN CMD  
CHEM ACTIVITY (PACIFIC)  
SIGNAL CMD  
KUWAIT/SAUDI ARABIA  
TNG MSN (SAUDI ARABIA)  
EARLY DEPLOYERS

*Approx. 71%  
of the  
Enlisted  
Force*



*Desire 100%  
MOS/Grade  
Fill*



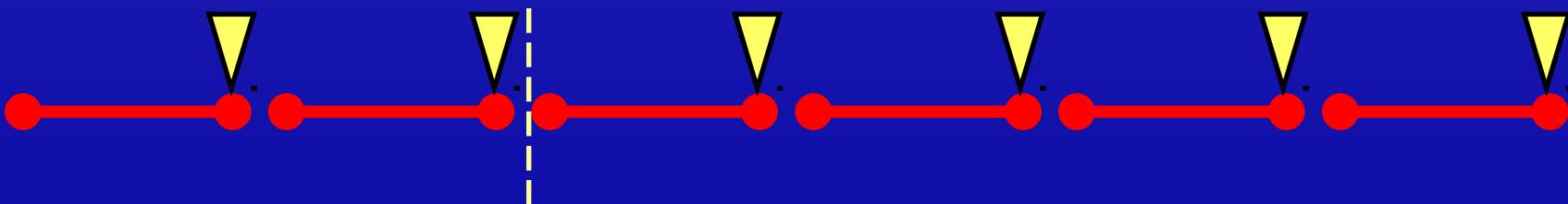
# *Enlisted Assignments and Utilizati*

## *Basis Months for Current Targets* **OCT '01 - MARCH '03**

Monthly comparison between targets and authorizations possible only at certain points

“LOCKED” from previous target run if less than six months

Desire exists to “Stabilize” targets



**TARGET WINDOW**

▼ = MONTH TARGETS BASED ON

# Enlisted Assignments and Utilization

## Targeting Methodology

	FP 1 Units	FP2 TOE(-)	FP2 TDA(-)
<b>Sweep #1-2</b>	<b>SPECIAL UNIT REQUIREMENTS</b>		
<b>Sweep #3</b>	50%	50%	50%
<b>Sweep #4</b>	100%	50%	50%
<b>Sweep #5</b>	N/A	100%	100%
<b>Sweep #6 +</b>	<b>OVER-TARGETED AS NEEDED</b>		

Percentage of authorizations by category the model attempts to target in each “sweep”

Note: Given sufficient inventory, all MOS/grade level authorizations will be targeted to 100% at the conclusion of Sweep #5; MOS/grade strength below 100% can result in FP 1 units being targeted below 100%



# Enlisted Assignments and Utilization

## Targeting Methodology EXAMPLE #1

D/E SL1: Low projected strength and high proportion of prioritized authorization

		Priority TOE(-)	TDA(-)	TOTAL	PROJECTED INVENTORY	
	Total AUTH	308	122	10	440	245 (56%)
Sweep #3 50/50/50	GOAL	154		61	5	22
	TARGET		154		61	5
Sweep #4 100/50/50	GOAL	154		0	0	15
	TARGET	25		0	0	2
RESULTS		179		61	5	24
		58%	50%	50%	56%	

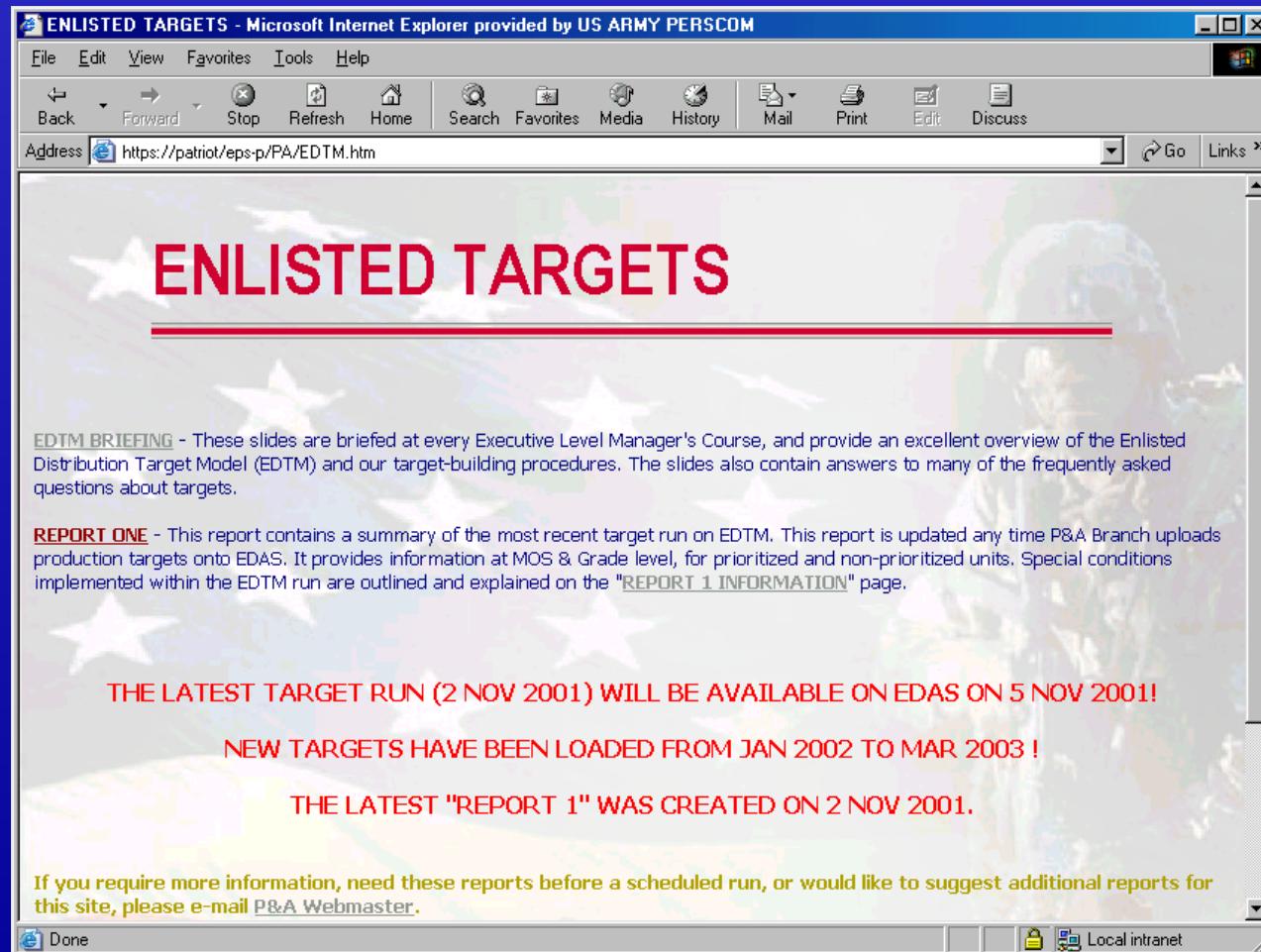
NOTICE!  
FP1 not  
guarant  
eed  
100%!



# Enlisted Assignments and Utilizati

## EDTM Information Web Site

<https://patriot/eps-p/PA/EDTM.htm>



The screenshot shows a Microsoft Internet Explorer window with the title bar "ENLISTED TARGETS - Microsoft Internet Explorer provided by US ARMY PERSCOM". The address bar contains the URL "https://patriot/eps-p/PA/EDTM.htm". The main content area features a background image of an American flag and a soldier in uniform. The title "ENLISTED TARGETS" is displayed in large red text. Below the title, there are two sections of text in blue: "EDTM BRIEFING" and "REPORT ONE". The "EDTM BRIEFING" section describes the purpose of the slides. The "REPORT ONE" section provides details about the latest target run and its availability. At the bottom of the page, there are three red text messages: "THE LATEST TARGET RUN (2 NOV 2001) WILL BE AVAILABLE ON EDAS ON 5 NOV 2001!", "NEW TARGETS HAVE BEEN LOADED FROM JAN 2002 TO MAR 2003 !", and "THE LATEST "REPORT 1" WAS CREATED ON 2 NOV 2001.". A yellow text message at the bottom encourages users to email the P&A Webmaster for more information. The bottom right corner of the window shows "Local intranet".

**EDTM BRIEFING** - These slides are briefed at every Executive Level Manager's Course, and provide an excellent overview of the Enlisted Distribution Target Model (EDTM) and our target-building procedures. The slides also contain answers to many of the frequently asked questions about targets.

**REPORT ONE** - This report contains a summary of the most recent target run on EDTM. This report is updated any time P&A Branch uploads production targets onto EDAS. It provides information at MOS & Grade level, for prioritized and non-prioritized units. Special conditions implemented within the EDTM run are outlined and explained on the "[REPORT 1 INFORMATION](#)" page.

THE LATEST TARGET RUN (2 NOV 2001) WILL BE AVAILABLE ON EDAS ON 5 NOV 2001!

NEW TARGETS HAVE BEEN LOADED FROM JAN 2002 TO MAR 2003 !

THE LATEST "REPORT 1" WAS CREATED ON 2 NOV 2001.

If you require more information, need these reports before a scheduled run, or would like to suggest additional reports for this site, please e-mail [P&A Webmaster](#).



# Enlisted Assignments and Utilization

## “Report 1” <https://patriot/eps-p/EDTM/EDTM.htm>

EDTM REPORT 1

APAS: M010709P & SEP 2001 PMAD

NOTE: "EDTM AUTHORIZATIONS" INCLUDE DMO/OFF-LINE INPUTS

DATA = MONTH OF SEPTEMBER 2002

TARGETS COMPUTED 31 OCT 2001; REPORT CREATED 31 OCT 2001

MOS	GRD	ARMY WIDE TOTALS					PRIORITY			TOE()			TDA()						
		EDAS AUTH	AUTH w / DMO	APAS INV PROJ	TOTAL TGT	EDAS TGT%	31 OCT EDAS STR	EDAS AUTH	AUTH w / DMO	TOTAL TGT	EDAS TGT%	EDAS AUTH	AUTH w / DMO	TOTAL TGT	EDAS TGT%	EDAS AUTH	AUTH w / DMO	TOTAL TGT	EDAS TGT%
ALL	ALL	19085	19200	18658	18658	97.8%	18293	16202	16326	16270	100.4%	2183	2183	1839	84.2%	700	691	549	78.4%
13B	E6	1413	1417	1434	1434	101.5%	1508	1215	1221	1237	101.8%	75	75	78	104.0%	123	121	119	96.8%
13B	E7	845	869	858	858	101.5%	869	744	768	770	103.5%	44	44	39	88.6%	57	57	49	86.0%
13B	E5-E8	3880	3939	3952	3952	101.9%	4078	3390	3451	3473	102.5%	239	239	241	100.8%	251	249	238	94.8%
13B	E1-E9	8545	8610	8356	8356	97.8%	8342	7415	7482	7504	101.2%	665	665	491	73.8%	465	463	361	77.6%
13D/13C/13E	SL1	1744	1744	1504	1504	86.2%	1152	1520	1520	1391	91.5%	185	185	93	50.3%	39	39	20	51.3%
13D/13C/13E	E5	272	282	279	279	102.6%	288	228	238	238	104.4%	33	33	31	93.9%	11	11	10	90.9%
13D/13C/13E	E6	467	486	474	474	101.5%	471	380	400	400	105.3%	32	32	28	87.5%	55	54	46	83.6%
13D/13C/13E	E7	179	189	182	182	101.7%	183	136	151	151	111.0%	12	12	10	83.3%	31	26	21	67.7%
13D/13C/13E	E5-E8	918	957	935	935	101.9%	942	744	789	789	106.1%	77	77	69	89.6%	97	91	77	79.4%
13D/13C/13E	E1-E9	2662	2701	2439	2439	91.6%	2094	2264	2309	2180	96.3%	262	262	162	61.8%	136	130	97	71.3%
13F	SL1	1966	1968	2001	2001	101.8%	2124	1886	1888	1919	101.8%	56	56	58	103.6%	24	24	24	100.0%
13F	E5	728	749	673	673	92.5%	703	717	738	688	93.2%	10	10	5	50.0%	1	1	0	0.0%
13F	E6	669	632	679	679	101.5%	681	633	598	647	102.2%	13	13	13	100.0%	23	21	19	82.6%
13F	E7	516	530	524	524	101.6%	515	429	442	445	103.7%	68	68	62	91.2%	19	20	17	89.5%
13F	E5-E8	1913	1911	1876	1876	98.1%	1899	1779	1778	1760	98.9%	91	91	80	87.9%	43	42	36	83.7%
13F	E1-E9	3879	3879	3877	3877	100.0%	4023	3665	3666	3679	100.4%	147	147	138	93.9%	67	66	60	89.6%
13M	SL1	1339	1341	1288	1288	96.2%	1260	936	938	938	100.2%	403	403	350	86.9%	0	0	0	.
13M	E5	517	529	516	516	99.8%	475	361	373	373	103.3%	155	155	142	91.6%	1	1	1	100.0%
13M	E6	522	516	530	530	101.5%	545	386	380	389	100.8%	124	124	129	104.0%	12	12	12	100.0%
13M	E7	280	289	284	284	101.4%	277	215	224	224	104.2%	59	59	54	91.5%	6	6	6	100.0%
13M	E5-E8	1319	1334	1330	1330	100.8%	1297	962	977	986	102.5%	338	338	325	96.2%	19	19	19	100.0%
13M	E1-E9	2658	2675	2618	2618	98.5%	2557	1898	1915	1924	101.4%	741	741	675	91.1%	19	19	19	100.0%
13P	SL1	801	802	829	829	103.5%	746	563	564	581	103.2%	238	238	248	104.2%	0	0	0	.
13P	E5	246	249	240	240	97.6%	225	171	174	174	101.8%	71	71	63	88.7%	4	4	3	75.0%
13P	E6	181	176	184	184	101.7%	194	142	137	143	100.7%	35	35	37	105.7%	4	4	4	100.0%
13P	E7	113	108	115	115	101.8%	112	84	79	85	101.2%	24	24	25	104.2%	5	5	5	100.0%
13P	E5-E8	540	533	539	539	99.8%	531	397	390	402	101.3%	130	130	125	96.2%	13	13	12	92.3%
13P	E1-E9	1341	1335	1368	1368	102.0%	1277	960	954	983	102.4%	368	368	373	101.4%	13	13	12	92.3%



# Enlisted Assignments and Utilization

## Frequently Asked Questions

**Q: Why can't I find the necessary personnel inventory to fill all of my targets (target is "too high")?**

**A:** Targets are based on **projected future operating strengths**, to include promotions, retention, soldier acquisition, etc. The current operating strength may not be an accurate depiction of personnel assets that will be available in the future.

**Example: 95B NCO**

In March 2002 AUTH\*

6298

SEP 2002

TARGET

6316

EDAS PROJN

5693-623

In March 2001

EDAS PROJN for Sep-01:

Actual strength in Sep-01:

5679 EDAS PROJ for Sep-02

6322 643 short primarily due to missing E4 promotions to E5

\* Authorizations include DMO



# ***Enlisted Assignments and Utilization***

## ***Frequently Asked Questions***

**Q: Why is Target > Authorizations?**

**Example: 92A E6 targets (Sep-01)**

**APAS projection: 1007 / 997 (101%) ... WHY IS 10<sup>th</sup> MTN target 17/15 (113%)**

**AUTHORIZATIONS: 997 EXCLUDE DMO/offline**

**-139 detailed recruiter structure removed from PMAD**

**+49 detailed recruiter structure replaced by “offline”**

**907 Authorizations EDTM “sees”**

**EDTM Targets 1007 / 907 (111%)!!!!**

**In overfill sweeps, priority units receive 110%**



# ***Enlisted Assignments and Utilizati***

## **Soldier-Initiated Assignments**

- > **Exchange assignments**
- > **Sole surviving son or daughter**
- > **Compassionate Actions**
- > **Married Army Couples Program**



# ***Enlisted Assignments and Utilization***

## **Exchange assignments**

- > Known as the “swap assignment”
- > CONUS to CONUS or OCONUS (same command)
- > Cdrs of both soldiers concerned must concur
- > Applies to current duty positions
- > Must have 12 months on station and at least 12 months
  - remaining in Army
- > Must be same grade and MOS and be similarly qualified



# ***Enlisted Assignments and Utilizati***

## **Sole Surviving Son or Daughter**

**> Only remaining son or daughter in a family**

**where the**

**father, mother, or one or more sons or  
daughters --**

**-KIA or died in the line of duty**

**-Captured or MIA**

**-100 percent physically disabled**



# *Enlisted Assignments and Utilizati*

## Compassionate Actions

- > **Two Types:**
  - **Temporary (resolvable within a year)**
  - **Not expected to be resolved within a year**
- > **Reassigned, deleted or deferred from AIs**



# ***Enlisted Assignments and Utilizati***

## **Qualifying Family Members**

- > Spouse**
- > Child**
- > Parent**
- > Minor brother or sister**
- > Person in loco parentis**
- > Only living blood relative**



# **Enlisted Assignments and Utilization**

## **Conditions “NOT” a basis for compassionate requests**

- > **Soldier's desire is to be in a new area**
- > **Divorce/separation due to service**
- > **Legal actions and court appearances**
- > **Recent awarding of custody of dependent child**
- > **Sole parenthood**
- > **Pregnancies**
- > **Minor allergies**
- > **Financial problems**



# *Enlisted Assignments and Utilizati*

## **Request for Deferment:** **(Temporary Conditions)**

- > **Problem must be temporary and resolvable within one year**
- > **Problem neither existed nor was foreseen (active duty)**



# ***Enlisted Assignments and Utilizati***

**Request for deferment:** (DA PERSCOM approval)

- > Terminal illness with less than 12 months life expectancy
- > Scheduled major surgery of soldiers' spouse or child
- > A recent severe psychotic episode
- > Soldiers' minor children are being made wards of the court
- > Adoption



# *Enlisted Assignments and Utilizati*

## **Request for Deletion:**

**(Not resolvable within a year)**

- > A second PCS in the same fiscal year is not invocable**
- > A valid requirement (requisition) exist**



# ***Enlisted Assignments and Utilizati***

## **Compassionate request for deletion:**

- > Extreme family problems**
- > Recent death other than soldier's spouse or c**
- > Serious chronic health problems**
- > Disabling allergies that will be aggravated by climatic conditions**



# *Enlisted Assignments and Utilizati*

## **Permissive Assignment (MACP):**

- > Establish joint domicile
- > CONUS to CONUS/OCONUS to OCONUS  
(long tour and in the same theater)
- > Served > 12 but < 24-months on station
- > At no cost to the Government



# *Enlisted Assignments and Utilizati*

**Questions?**

